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FOR ACTION

GENDER EQUALITY AND EMPOWERMENT OF WOMEN AND GIRLS: A POLICY REVIEW

Addendum

Recommendation of the Executive Director

The Executive Director recommends that the Executive Board adopt the following decision:

The Executive Board

1. Endorses the conclusions of the policy review on gender equality and empowerment of girls and women, as contained in document E/ICEF/1994/L.5, and requests the Executive Director to give a high priority to the following actions in UNICEF efforts to promote gender equality and gender-sensitive development programmes:

(a) Developing gender-sensitive indicators in each sectoral area of development and setting gender-specific targets in the national programmes of action as an essential measure for introducing early action to reverse the discrimination faced by girls and women in all stages of their life cycle and the achievement of the mid-decade and universal goals of the World Summit for Children;

(b) Strengthening the integration of gender concerns in country programmes by adopting (i) the life cycle perspective in addressing the gender-based disadvantages and eliminating the disparities that exist at each stage of the life cycle of girls and women, with special attention to the development needs of girls in the age groups 0-5 years, 6-12 years and 13-18 years; and (ii) the use of the Women's Equality and Empowerment Framework as the conceptual and operational tool in the planning, implementation and evaluation of programmes;

(c) Promoting the ratification and implementation of the Convention on the Elimination of All Forms of Discrimination against Women, together with the Convention on the Rights of the Child, recognizing the complementarity of the two Conventions as the foundation for action for gender equality and the empowerment of girls and women;

(d) Supporting specific actions and strategies for promoting gender equality within the family, sharing of parental responsibilities between men and women, addressing gender concerns in emergency situations, activities for special target groups of girls and women, such as those in poverty households and in especially difficult circumstances, policy-oriented research, organized participation of women at all levels, capacity-building and the mobilization of youth for bringing about a more gender-equitable society in the future;

(e) Ensuring that priority is given to the integration of gender issues in development programmes through the establishment of appropriate mechanisms for regular monitoring of the implementation of the actions set out above, assigning responsibilities for implementation, and enhancing capacities and resources for implementing the programme thrust on gender and development. In this regard, increased support of the donor community for country programmes and regional and global advocacy, networking and technical support is essential;

2. Requests the Executive Director to participate actively in the preparation of the Fourth World Conference on Women, giving special attention to the actions noted above and emphasizing the synergy between the principles of gender equality and gender-sensitive national development and the goals of the World Summit for Children.